



## **Attorney Nathanael Wright of CMBG3 Law Breaks Down the Massachusetts Pay Transparency Act**

In an effort to close longstanding wage gaps and promote fairness in the workplace, Massachusetts recently passed the Frances Perkins Workplace Equity Act - commonly known as the Massachusetts Pay Transparency Act. This groundbreaking legislation introduces significant new compliance requirements for employers, including wage data reporting and mandatory salary disclosures in job postings. To better understand the implications of the law, we spoke with Nathanael Wright, who provides valuable insight into what the Act means for businesses operating in Massachusetts, the steps they must take to comply, and how to navigate the evolving landscape of pay transparency.

### **What is the Massachusetts Pay Transparency Act?**

The Massachusetts Pay Transparency Act, officially titled the Frances Perkins Workplace Equity Act, is a recently enacted law that imposes new obligations on employers aimed at increasing wage transparency and pay equity across Massachusetts which will make salaries available to the public. Basically, the law gives employees a better opportunity to request from their employers what other employees are paid in their jobs.

### **What are the specific requirements that the Massachusetts Pay Transparency Act imposes on employers?**

The new law introduces two major requirements: wage data reporting and salary range disclosures. Employers with 100 or more employees in Massachusetts are required to submit federally mandated wage data reports to the Massachusetts Secretary of State. These are not new reports but rather copies of those already submitted to federal agencies. Once submitted, this data will be aggregated and made publicly available by the state.

In addition to wage data reporting, employers with 25 or more employees, including remote workers who report to Massachusetts-based offices, will be required to include salary ranges in job postings starting October 29, 2025. They must also provide salary ranges upon request to current employees, regardless of whether a job is actively posted. These

ranges must reflect what the employer “reasonably and in good faith” expects to pay for a given role.

### **Are there penalties employers can face for non-compliance with the Act's provisions?**

Enforcement of the salary range provision is under the exclusive jurisdiction of the Attorney General's Office. Employers found in violation will first receive a warning. Penalties increase with repeated offenses, starting at \$500 and rising to as much as \$25,000 for persistent non-compliance. Importantly, for the first two years following the law’s effective date, employers will be given two business days to cure any salary range violation after receiving notice from the state. Even though the initial penalties are modest, the public disclosure of wage data and salary ranges introduces broader risks.

### **How can employers ensure they are compliant with the Act?**

To mitigate risk and build trust, employers are encouraged to proactively conduct internal pay equity audits. These self-evaluations not only help identify and correct discrepancies but also serve as an affirmative defense under the Massachusetts Equal Pay Act - provided they are documented, reasonable in scope, and completed within the past three years. Employers should make measurable progress toward eliminating wage differentials and maintain records of any changes implemented.

Establishing and maintaining well-defined salary ranges is now a business imperative. Employers should base these ranges on market research, geographic cost of living, and industry benchmarks. They should consider factors such as seniority, performance metrics, production output, geographic location, education, and experience, applying them uniformly across comparable roles. Regular reviews are essential to ensure salary ranges remain aligned with market conditions and internal expectations. Employers must also reassess positions periodically, especially as roles evolve or teams consolidate.

### **About Nathanael Wright, CMBG3 Law**

*Nathanael has 25 years of civil and criminal litigation experience, with numerous trials to verdict. Nathanael’s legal career includes experience with the District Attorney’s Office, the Attorney General’s Office, the General Counsel’s Office for Partners Healthcare Systems, private civil litigation practice and a Legislative Aide for a Massachusetts state senator. Nathanael joins CMBG3 Law after his tenure as Chief Assistant District Attorney in Savannah, Georgia.*

*Nathanael has spent his career dedicated to DEI issues, including developing and leading DEI initiatives in the District Attorney's Office, publishing his thought leadership on the importance of DEI in the prosecutor's office, and earning DEI certifications from several universities.*

*Nathanael is licensed in Massachusetts and Georgia, and will soon be licensed in New York. He can be reached at (617) 279-8242 or [nwright@cmbg3.com](mailto:nwright@cmbg3.com).*



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